

CREATE YOUR FUTURE WORKFORCE...



THROUGH REGISTERED APPRENTICESHIP

Apprenticeship

AGENDA

- Why Apprenticeship
- Overview of Registered Apprenticeship: the what and how
- Compliance: Erik Sackstein, Apprenticeship Consultant from Labor and Industries
- An Evening Program: Adriana Gamboa, Apprenticeship Program Manager from CITC
- A Day Program: Randy Ambuehl Training Director from the Northwest Washington Electrical Industry JATC
- A Block Program: Peter Lahmann, Apprenticeship Coordinator from the NW Laborers JATC
- Questions

PRODUCTIVITY IS THE KEY.

- Greater knowledge
- More productive team
- Less turnover
- Fewer mistakes
- Fewer accidents
- Less absenteeism
- Greater morale



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WHAT DOES THE FUTURE HOLD?

- In 2012, the population of 65 year olds grew faster than 18 year olds. The workforce skill gap is a reality and expected to grow.



Source: USDOL Skills to Build America's Future



IS YOUR COMPANY READY FOR THE FUTURE?

Talent Wars:

- One-half of the 76 million Baby Boomers will be eligible to retire in the next decade.
- The number of workers between the prime working ages of 25 and 54 is shrinking and causing a shortage of skilled workers.
- Our workforce is aging: have you thought about how your company will fulfill its workforce needs?

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Registered Apprenticeship can be effectively used as a Talent Development Strategy for Employers

- Workforce competency & productivity increases through apprenticeship training
- Improve your company's ability to create, recruit & retain highly skilled, highly trained workers and improve your industry's skills gap



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SO WHAT IS REGISTERED APPRENTICESHIP?

- Employer or industry sponsored occupational training programs for workers.
- Reviewed, approved and monitored by the State of Washington (WSATC)
- Graduates receive a state-issued, nationally recognized credential that certifies the apprentice to journey level.



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So how does
Registered
Apprenticeship
work?



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STRUCTURED TRAINING

- Supervised, structured paid on-the-job training provided by sponsor/employer
 - The job is the most basic component
 - Represents 93% of the program
 - Supervised by a skilled journey worker of that trade



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The 13 components of a set of standards as required by the CFR's

1. Geographic Area Covered
2. Minimum Qualifications
3. Conduct of Program
4. Term of Apprenticeship
5. Initial Probation
6. Ratio of Apprentices to JL Workers
7. Apprentice Wages and Progression
8. Work Processes
9. Related/Supplemental Instruction
10. Administrative/Disciplinary Procedures
11. Committee - Responsibilities and Composition
12. Subcommittee
13. Training Director/Coordinator



Apprenticeship

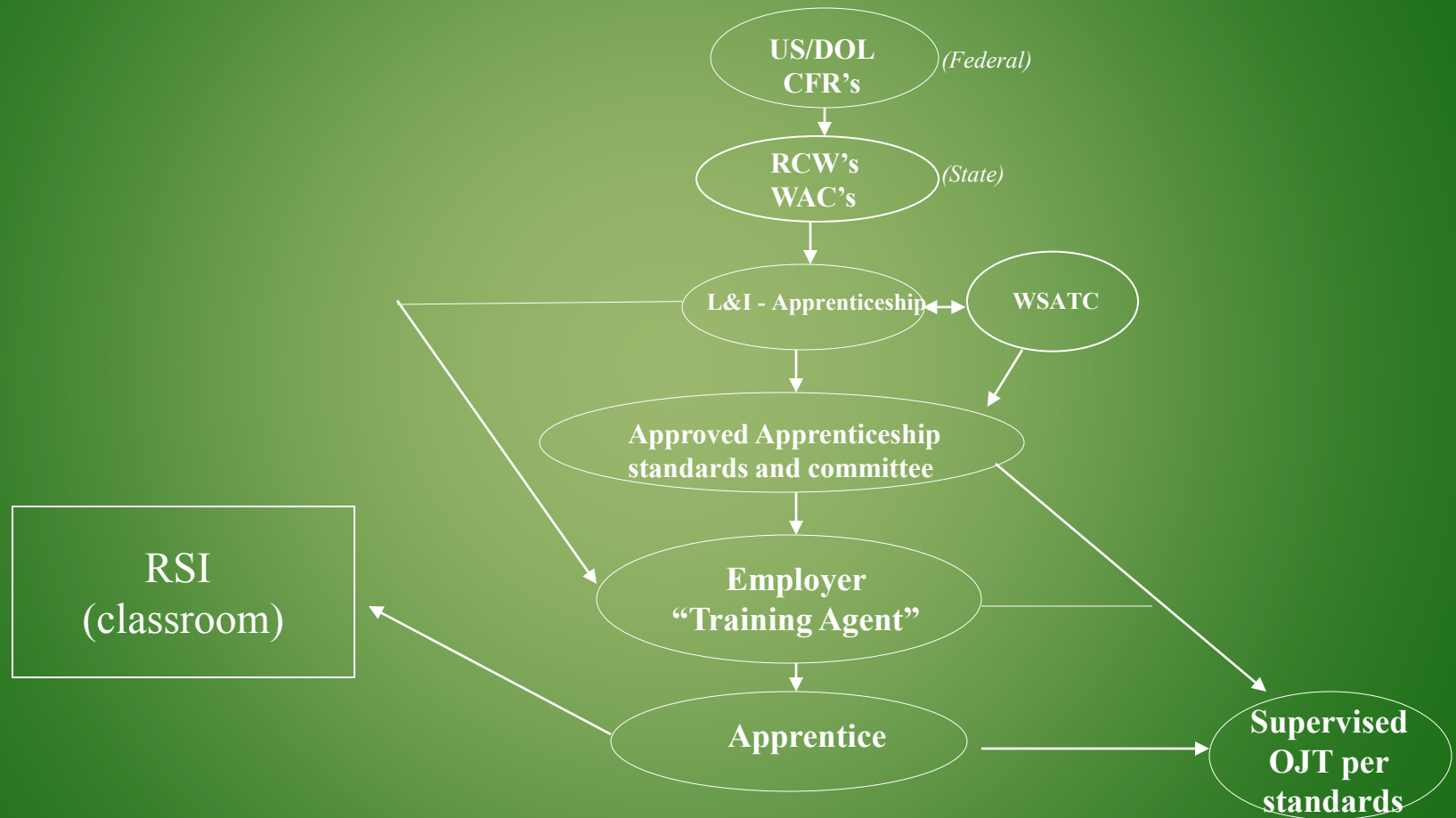
CLASSROOM INSTRUCTION

- Related (classroom) instruction
 - Technical subjects – minimum of 144 hrs/year (Related Supplemental Instruction-RSI)
 - Employer typically does not pay apprentice wage while attending school



Apprenticeship

Federal and State Oversight of Apprenticeship



WHO SPONSORS APPRENTICESHIP?

- Sponsors of apprenticeships are:
 - Joint Committees
 - Non-Joint Committees
 - Individual employers
 - Employer associations
- Washington has approximately 234 apprenticeship sponsors, which represent/involve over 7,900 employers and 600 occupations



HOW DO EMPLOYERS BENEFIT?

- Allows you to effectively train and promote your currently unskilled or less skilled incumbent workers
- Infuses energy & brings new technologies into your company
- Lessens severity of supply & demand, reduces your cost of doing business



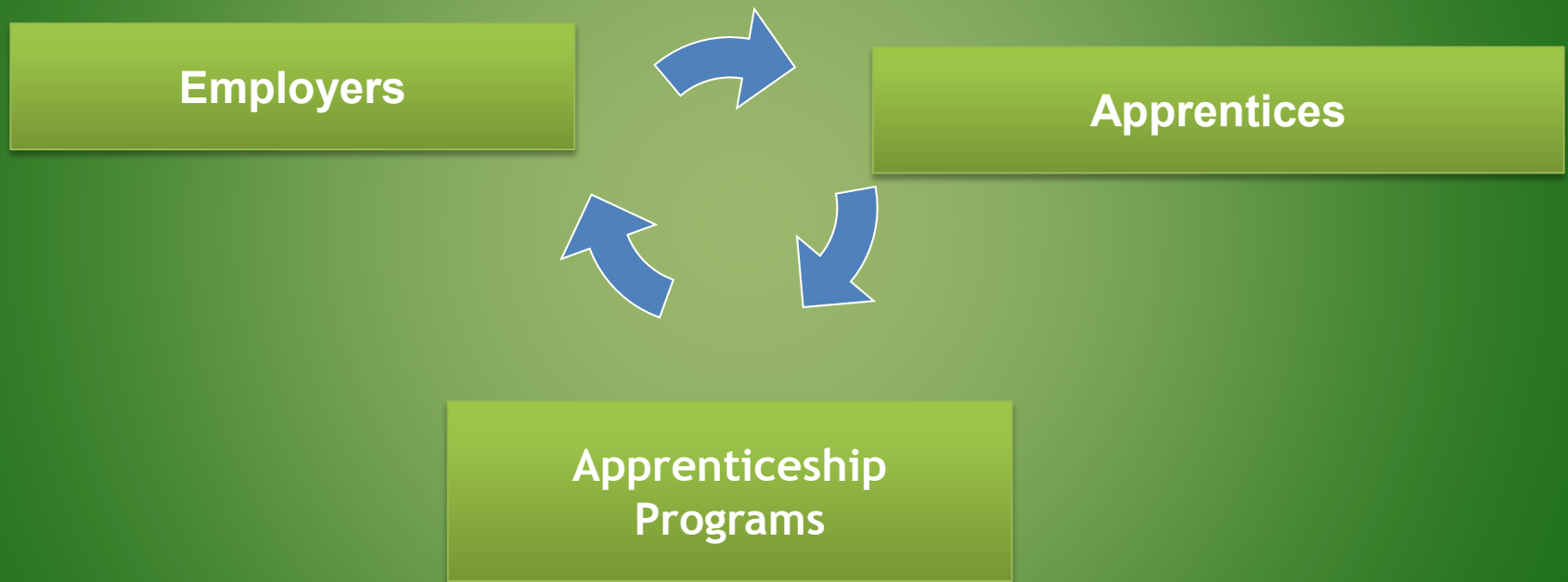
Apprenticeship

VALUABLE SKILLS CREDENTIALS

Successful completion of a registered apprenticeship leads to a **NATIONALLY** recognized Certificate of Completion attesting to the individual's skills and knowledge of a journey person.



A Workforce Partnership That Works



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WASHINGTON STATE LABOR & INDUSTRIES OVERSIGHT

- History:
 - Old system created buffer between the Department and the Training Agents
 - In 2009, a new law introduced a new relationship between the Department and the Training Agents
 - Resources applied to compliance

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APPRENTICESHIP RULES ENFORCED BY L&I

- Ratio:
 - Can be found in Standards; can be different from Licensing
 - Vary from occupation to occupation
 - Variety to “variance” which only WSATC can grant
 - 75% of each day
- Supervision:
 - By a journey level work of the same trade
 - By an employee of the same company
 - Cannot be provided by another apprentice



APPRENTICESHIP RULES ENFORCED BY L&I

- Work Processes:
 - May or may not coincide with Scopes of work
 - Apprentices' work must stick to work processes at all times

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L&I COMPLIANCE PROCESS & PHILOSOPHY

- Affidavit reviews & Complaints
- Compliance philosophy:
 - Helping contractors come into compliance
- Compliance process
 - Corrective Action Plans
- Potential consequences
 - Repeat offenses and non-responsiveness
- Programs are engaged with compliance process



COMPLIANCE ISSUES HANDLED BY PROGRAMS

- Diversity Goals
- Allowing Apprentices to get their RSI
- Rotation
- Trainees vs Apprentices 296-05-303(5)(f)
- Geographical Jurisdiction

296-05-303 - Apprenticeship agreements — Standards requirements.

5. e) Not require an employer to sign a collective bargaining agreement as a condition of participation in an apprenticeship program;

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Apprenticeships available through the Construction Industry Training Council (CITC)

1930 116th Ave NE, Bellevue WA 98004

•Carpentry
(Statewide)

•Electrical
(Statewide)

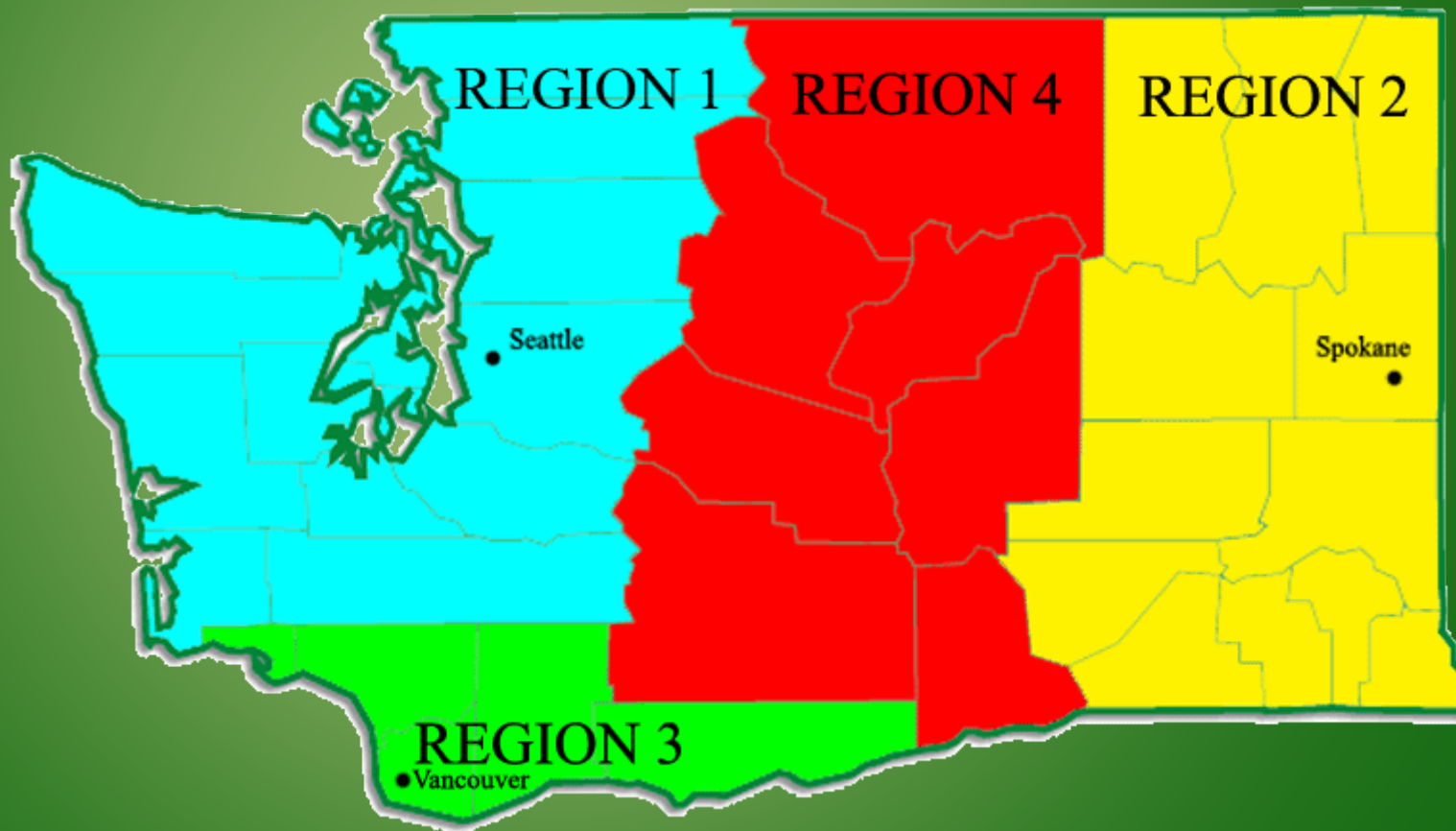
•HVAC
(Statewide)

•Operators
(Statewide)

•Painting R-1

•Plumbing
(Statewide)

•Sheet metal R-1



Apprenticeship



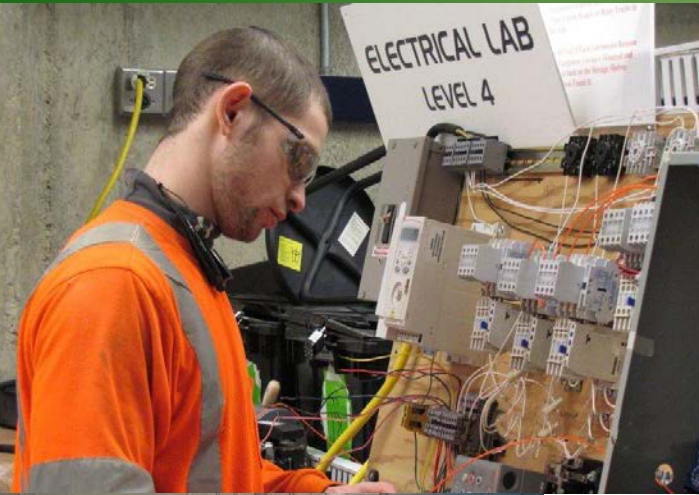
CITC Apprenticeships :

- CARPENTRY: 8,000 OJT hrs/640 hrs RSI
- ELECTRICAL: 8,000 OJT hrs/804 hrs RSI
- HVAC: 8,000 OJT hrs/800 hrs RSI
- HEAVY EQUIPMENT: 6,000 OJT hrs/480 RSI hrs
- PAINTING: 6,000 OJT hrs/480 RSI hrs
- PLUMBING: 10,000 OJT hrs/1080 RSI hrs
- SHEET METAL: 9,000 OJT hrs/900 RSI hrs

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CONSTRUCTION INDUSTRY TRAINING COUNCIL

TRAINING FACILITIES: BELLEVUE, WA & VANCOUVER, WA



Apprenticeship



NORTHWEST WASHINGTON ELECTRICAL INDUSTRY JATC TRAINING FACILITY

306 ANDERSON ROAD, MT. VERNON, WA98273

- Program Type: Group Joint between the Cascade Chapter of the National Electrical Contractors Association (NECA) and Local Union #191 of the International Brotherhood of Electrical Workers (IBEW)
- Geographic Area: Snohomish, Skagit, Whatcom, Island, San Juan, Chelan, Douglas, Grant and Okanogan counties. Portability Agreements are in place with all other IBEW/NECA Electrical JATCs in WA.
- Types of Participation:
 - Signatory to local IBEW/NECA collective bargaining agreement (CBA) for all work in geographic area. Apprentices are from JATC pool, training is paid for by hourly contributions from work performed under CBA.
 - Signatory to project specific letter of understanding with Local Union, tied to conditions of CBA for project. Apprentices are from JATC pool, training is paid for by hourly contributions from work performed under CBA.
 - Non-bargaining participation agreement with JATC. Employer pays for cost of classroom training through contribution agreement with training trust fund. Cost \$3,500 per apprentice per class year.

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THE SPECIFICS OF OUR TRAINING PROGRAM

- Inside Wireman (Construction Electrician) apprentices
8,000 hours of On-The-Job training (OJT)
- 5 class years of training at training center located in Mount Vernon. Classes are held during the day for 8 hours each day, Monday through Friday. Cost is paid for by training trust fund. No cost for the apprentices, other than the purchase of books.
- 1st Year: 2 week long boot camp, then 5 – 1 week long class sessions held approximately once every 10 weeks.
- 2nd through 5th Year - 6 – 1 week long class sessions held approximately once every 8 weeks.
- Curriculum is nationally developed. Instructors are journey-level electricians who have had training to be teachers.
- Apprentices are able to draw unemployment benefits if unable to work while attending mandatory union apprenticeship training.
- Journey-level CEU classes in a wide variety of subjects are also free for signatory employers and their employees. Online, in depth, self-study classes in many subjects are also available. Cost is reimbursed if class is completed.

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NORTHWEST WASHINGTON ELECTRICAL INDUSTRY JATC TRAINING FACILITY



Apprenticeship



NORTHWEST LABORERS TRAINING FACILITY

27055 OHIO AVE NE, KINGSTON, WA 98346

- Statewide program
- 6000 hours of OJT
- 80 Rsi hours per 1000 hours of OJT
- Job specific agreements for non-signatory employers
- Dispatching process
- Minimum requirements to apply:
 - Minimum 18 years old
 - Completion of the 10th grade or above
 - Current valid driver license
 - Able to pass a drug test
- There is also a written test and week long physical assessment

Apprenticeship

LABORERS TRAINING FACILITY IN KINGSTON, WA



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YOU CAN CREATE YOUR FUTURE WORKFORCE THROUGH REGISTERED APPRENTICESHIP



Questions?

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